

HUMAN RIGHTS POLICY

1. Purpose

GreenTec Recruitment is committed to upholding and promoting human rights in all aspects of our operations, particularly in the recruitment and supply of personnel to the energy sector worldwide. This policy reflects our commitment to respect the dignity, safety, and rights of all individuals, consistent with international human rights standards.

2. Scope

This policy applies to:

- All employees, contractors, and agents of GreenTec Recruitment.
- All recruitment, staffing, and placement activities globally, including temporary, permanent, and contract personnel supplied to the energy sector.
- All suppliers, partners, and third-party recruitment agencies engaged by GreenTec Recruitment.

3. Commitment to Human Rights

GreenTec Recruitment commits to:

1. **Respecting Human Rights** – Uphold the rights of all individuals in accordance with the **Universal Declaration of Human Rights (UDHR)** and relevant national laws.
2. **Prohibiting Forced and Child Labor** – Ensure that no personnel we recruit or supply are subject to forced, bonded, or child labor in any jurisdiction.
3. **Promoting Non-Discrimination and Equality** – Ensure fair treatment regardless of race, gender, religion, sexual orientation, disability, age, nationality, or other protected characteristics.
4. **Health, Safety, and Dignity** – Ensure safe working conditions for all personnel supplied to client sites, aligned with industry best practices and local labor laws.
5. **Freedom of Association** – Recognize and respect the rights of personnel to associate, organize, and collectively bargain where legally permitted.
6. **Protection Against Harassment and Abuse** – Prevent and address harassment, exploitation, and abuse in all forms, including sexual harassment, bullying, or intimidation.

4. Due Diligence

We conduct regular human rights due diligence to identify, prevent, and mitigate potential human rights risks associated with recruitment and supply:

- **Supplier and Partner Screening:** All third-party agencies and subcontractors are assessed for compliance with human rights standards.
- **Client Assessment:** Ensure that client facilities in the energy sector meet minimum human rights and labor standards.

- **Recruitment Practices:** Implement robust procedures to prevent human trafficking, debt bondage, or unethical recruitment fees.

5. Training and Awareness

All employees involved in recruitment and placement receive:

- Training on human rights principles and risks in the energy sector.
- Guidance on ethical recruitment practices.
- Procedures for reporting concerns or violations.

6. Reporting and Remedy

- Personnel, clients, and suppliers are encouraged to report human rights concerns via confidential channels.
- Reports are investigated promptly, and corrective action is taken, including potential termination of contracts where violations occur.
- We collaborate with affected parties to provide remedies where rights have been harmed.

7. Governance and Accountability

- The [Position/Committee Name] is responsible for oversight and implementation of this policy.
- Regular audits and reviews are conducted to ensure compliance and continuous improvement.

8. Continuous Improvement

GreenTec Recruitment is committed to continuously improving human rights practices, learning from incidents, and engaging with stakeholders, including employees, suppliers, clients, and human rights organizations.

9. Compliance with Laws and Standards

This policy is aligned with:

- The **UN Guiding Principles on Business and Human Rights**
- **ILO Core Conventions on Labor Standards**
- Relevant local and international labor and human rights laws

Approved by:

Name	Craig Charlton	Date	21/01/2025
Signature		Role	Managing Director